

Zebra Health and Safety Policy

Scope

The stakeholders of Zebra Technologies Corporation and its subsidiaries ("Zebra" or "Company"), including but not limited to employees, contingent workers, consultants, contractors, partners, and visitors to Company facilities

Policy

Zebra is committed to providing a compliant, safe, and healthy work environment for all stakeholders at Company facilities. The wellbeing of our stakeholders, whether working at, visiting, or operating at our facilities is integral to the success and sustainability of our organization.

Zebra is committed to conducting its day-to-day business activities in a manner consistent with applicable occupational health and safety (OH&S) laws, regulations, and industry standards. Zebra ensures adequate resources are available to provide a compliant, safe, and healthy work environment. We recognize that safety is a shared responsibility, and the success of any OH&S management system requires the participation of every stakeholder. It is Zebra's responsibility and commitment to consult with employees and/or their representatives and other stakeholders on relevant health and safety issues. In addition, every Zebra employee has both the right and the obligation to report unsafe conditions and, in the case of a direct hazard, to stop the work until the hazard is removed.

Identification and elimination of workplace hazards helps prevent work-related injuries and illnesses. Zebra's OH&S commitment extends beyond the implementation of controls designed to reduce workplace health and safety risks; it also includes the ongoing evaluation of the effectiveness of those controls as part of the continual improvement process of our OH&S System.

To that end, Zebra records and reports metrics to evaluate the effectiveness of those OH&S, controls and uses these metrics to set new objectives for continuous improvement of our OH&S program.



Bill Burns

Chief Executive Officer

Zebra Technologies Corporation